



**KMS Solutions, LLC**  
Consultants to Business & Government

## 2011 Commercial Labor Pricing Catalog

[Final]

January 1, 2011

---

**KMS Solutions, LLC.**

205 S. Whiting Street

Suite 400

Alexandria, VA 22304

(703) 823-8405

[www.kmssol.com](http://www.kmssol.com)

---

**KMS Solutions, LLC. | Proprietary | 2011 Commercial Labor Pricing Catalog**

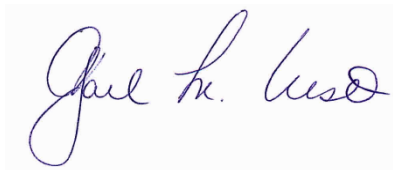
*These rates are approved for Senior Program Managers and above to use when quoting commercial or government contracts.*

*Discounts other than those indicated cannot be offered without the prior written approval of the CEO or the President & COO.*

# CEO Approval

---

These rates are approved for Senior Program Managers and above to use when quoting commercial or government contracts. Discounts other than those indicated cannot be offered without the prior written approval of the undersigned (CEO) or the President & COO.



---

Gail M. Urso, Chief Executive Officer

January 1, 2011

---

Date

# Table of Contents

---

CEO Approval .....	1
Table of Contents .....	2
Commercial Catalog Prices.....	5
Economic Price Adjustment .....	5
Labor Category Descriptions .....	5
Management Consultant/Analyst IV.....	5
Management Consultant/Analyst III.....	5
Management Consultant/Analyst II .....	5
Management Consultant/Analyst I .....	5
Program Manager III.....	6
Program Manager II.....	6
Program Manager I .....	6
Subject Matter Expert III .....	6
Subject Matter Expert II.....	6
Subject Matter Expert I.....	6
Data Analyst III.....	7
Data Analyst II.....	7
Data Analyst I .....	7
Instructional Systems Designer III.....	7
Instructional Systems Designer II.....	7
Instructional Systems Designer I .....	7
Multimedia Developer III .....	7
Multimedia Developer II.....	8

Multimedia Developer I..... 8

Multimedia Graphic Artist III..... 8

Multimedia Graphic Artist II ..... 8

Multimedia Graphic Artist I..... 8

Quality Assurance Specialist III ..... 8

Quality Assurance Specialist II..... 8

Quality Assurance Specialist I..... 9

Systems Engineer/Architect III..... 9

Systems Engineer/Architect II ..... 9

Systems Engineer/Architect I ..... 9

Human Capital Analyst III..... 9

Human Capital Analyst II..... 9

Human Capital Analyst I ..... 9

Intelligence Analyst III ..... 10

Intelligence Analyst II..... 10

Intelligence Analyst I..... 10

Analyst III ..... 10

Analyst II ..... 10

Analyst I..... 10

Graphic Artist III..... 10

Graphic Artist II..... 11

Graphic Artist I ..... 11

Administrative III..... 11

Administrative II..... 11

Administrative I ..... 11

Specialist III ..... 11

Specialist II ..... 11

Specialist I..... 12

Operations Specialist III ..... 12

Operations Specialist II..... 12

Operations Specialist I ..... 12

Senior Linguist/Category IV..... 12

Linguist/Category III ..... 13

Linguist/Category II..... 13

Linguist/Category I ..... 13

**KMS Commercial Catalog Rates .....14**

## Commercial Catalog Prices

---

KMS sells its services based on commercial catalog prices. These prices are based on accommodating competitive salaries and the additional expenses associated with the fringe benefits, overhead, and G&A operating expenses with a targeted minimum pretax profitability.

## Economic Price Adjustment

---

Out year escalation is governed by annual Economic Price Adjustments; absent prevailing rate information multiyear jobs should be bid using 3.5% escalation.

## Labor Category Descriptions

---

Each labor category is defined with regard to education, general experience, specialized experience requirements and duties. Training and certification requirements for a labor category are identified in the specialized experience description. The duties normally performed by a person assigned to a labor category position are defined.

### Management Consultant/Analyst IV

---

Responsible for providing strategic level analysis that has long range organizational impact. Conducts management analysis of variables at a global level and determines how those variables may influence the goals, direction, and outcomes of an organization. **Education/Experience:** Masters degree and 15+ years of experience or equivalent.

### Management Consultant/Analyst III

---

Responsible for providing strategic level analysis that has long range organizational impact. Conducts management analysis of variables at a global level and determines how those variables may influence the goals, direction, and outcomes of an organization. **Education/Experience:** Masters degree and 8 – 10+ years of experience or equivalent.

### Management Consultant/Analyst II

---

Responsible for providing analysis that has mid-to-short range organizational impact. Conducts management analysis of variables at a national or regional level and determines how those variables may influence the goals, direction, and outcomes of an organization. **Education/Experience:** Bachelors degree and 4 – 7+ years of experience or equivalent.

### Management Consultant/Analyst I

---

Responsible for providing analysis that has mid-to-short range organizational impact. Conducts analysis of variables at a national or regional level and determines how those variables may influence the goals, direction, and outcomes of an organization.

**Education/Experience:** Bachelors degree/Specialized training and 0 – 3+ years of experience or equivalent.

---

## Program Manager III

Responsible for the leadership and management aspects of project planning, development, and conduct including project budgets, delivery schedules and milestones, staff management, deliverables, etc. **Education/Experience:** Masters degree and 8 – 10+ years of experience or equivalent.

---

## Program Manager II

Responsible for the leadership and management aspects of project planning, development, and conduct including project budgets, delivery schedules and milestones, staff management, deliverables, etc. **Education/Experience:** Bachelors degree and 4 – 7+ years of experience or equivalent.

---

## Program Manager I

Responsible for the leadership and management aspects of project planning, development, and conduct including project budgets, delivery schedules and milestones, staff management, deliverables, etc. **Education/Experience:** Bachelors degree/Specialized training and 0 – 3+ years of experience or equivalent.

---

## Subject Matter Expert III

Provides subject matter expertise support to all types of development projects, including content review and feedback to staff, as well as content delivery in a formal meeting or instructional environment. **Education/Experience:** Masters degree and 8 – 10+ years of experience or equivalent.

---

## Subject Matter Expert II

Provides subject matter expertise support to all types of project development projects, including content review and feedback to development staff, as well as content delivery in a formal meeting or instructional environment. **Education/Experience:** Bachelors degree and 4 – 7+ years of experience or equivalent.

---

## Subject Matter Expert I

Provides subject matter expertise support to all types of project development projects, including content review and feedback to development staff, as well as content delivery in a formal meeting or instructional environment. **Education/Experience:** Bachelors degree/Specialized training and 0 – 3+ years of experience or equivalent.

## Data Analyst III

---

Provides subject matter expertise and database development to support management analysis development projects, including systems design, selection, development, integration, and support. **Education/Experience:** Masters degree and 8 – 10+ years of experience or equivalent.

## Data Analyst II

---

Provides subject matter expertise and database development to support management analysis development projects, including systems design, selection, development, integration, and support. **Education/Experience:** Bachelors degree and 4 – 7+ years of experience or equivalent.

## Data Analyst I

---

Provides subject matter expertise and database development to support management analysis development projects, including systems design, selection, development, integration, and support. **Education/Experience:** Bachelors degree/Specialized training and 0 – 3+ years of experience or equivalent.

## Instructional Systems Designer III

---

Conducts training analysis, designs and develops training curricula, designs and develop multimedia/web storyboards and training, and measures and evaluates effectiveness of training. **Education/Experience:** Masters degree and 8 – 10+ years of experience or equivalent.

## Instructional Systems Designer II

---

Conducts training analysis, designs and develops training curricula, designs and develop multimedia/web story boards and training, and measures and evaluates effectiveness of training. **Education/Experience:** Bachelors degree and 4 – 7+ years of experience or equivalent.

## Instructional Systems Designer I

---

Conducts training analysis, designs and develops training curricula, designs and develop multimedia/web storyboards and training, and measures and evaluates effectiveness of training. **Education/Experience:** Bachelors degree/Specialized training and 1 – 3+ years of experience or equivalent.

## Multimedia Developer III

---

Provides programming and multimedia support for projects, including authoring content in various authoring languages. **Education/Experience:** Masters degree and 8 – 10+ years of experience or equivalent.

---

## Multimedia Developer II

---

Provides programming and multimedia support for projects, including authoring content in various authoring languages. **Education/Experience:** Bachelors degree and 4 – 7+ years of experience or equivalent.

---

## Multimedia Developer I

---

Provides programming and multimedia support for projects, including authoring content in various authoring languages. **Education/Experience:** Bachelors degree/Specialized training and 0 – 3+ years of experience or equivalent.

---

## Multimedia Graphic Artist III

---

Designs and produces graphics in support of project development projects. Also provides technical knowledge and expertise on computer graphics, digital photography, videography, flash animations, etc. **Education/Experience:** Masters degree and 8 – 10+ years of experience or equivalent.

---

## Multimedia Graphic Artist II

---

Designs and produces graphics in support of project development projects. Also provides technical knowledge and expertise on computer graphics, digital photography, videography, flash animations, etc. **Education/Experience:** Bachelors degree and 4 – 7+ years of experience or equivalent.

---

## Multimedia Graphic Artist I

---

Designs and produces graphics in support of project development projects. Also provides technical knowledge and expertise on computer graphics, digital photography, videography, flash animations, etc. **Education/Experience:** Bachelors degree/Specialized training and 0 – 3+ years of experience or equivalent.

---

## Quality Assurance Specialist III

---

Performs quality assurance reviews of all the types of products, including deliverable material, multimedia products, etc. **Education/Experience:** Masters degree and 8 – 10+ years of experience or equivalent.

---

## Quality Assurance Specialist II

---

Performs quality assurance reviews of all the types of products, including deliverable material, multimedia products, etc. **Education/Experience:** Bachelors degree and 4 – 7+ years of experience or equivalent.

## Quality Assurance Specialist I

---

Performs quality assurance reviews of all the types of products, including deliverable material, multimedia products, etc. **Education/Experience:** Bachelors degree/Specialized training and 0 – 3+ years of experience or equivalent.

## Systems Engineer/Architect III

---

Provides subject matter expertise to support systems engineering or information systems requirements for enterprise development projects on any scale, including establishing functional requirements, systems design, selection, development, integration, and support.

**Education/Experience:** Masters degree and 8 – 10+ years of experience or equivalent.

## Systems Engineer/Architect II

---

Provides subject matter expertise to support systems engineering or information systems requirements for enterprise development projects on any scale, including establishing functional requirements, systems design, selection, development, integration, and support.

**Education/Experience:** Bachelors degree and 4 – 7+ years of experience or equivalent.

## Systems Engineer/Architect I

---

Provides subject matter expertise to support systems engineering or information systems requirements for enterprise development projects on any scale, including establishing functional requirements, systems design, selection, development, integration, and support.

**Education/Experience:** Bachelors degree/Specialized training and 0 – 3+ years of experience or equivalent.

## Human Capital Analyst III

---

Provides Human Capital expertise to support workforce management, analysis, and human resource development projects and support. **Education/Experience:** Masters degree and 8 – 10+ years of experience or equivalent.

## Human Capital Analyst II

---

Provides Human Capital expertise to support workforce management, analysis, and human resource development projects and support. **Education/Experience:** Bachelors degree and 4 – 7+ years of experience or equivalent.

## Human Capital Analyst I

---

Provides Human Capital expertise to support workforce management, analysis, and human resource development projects and support. **Education/Experience:** Bachelors degree/Specialized training and 0 – 3+ years of experience or equivalent.

## Intelligence Analyst III

---

Provides subject matter expertise in the various intelligence disciplines to support the tasking, processing, exploiting, and dissemination phases of the intelligence cycle and support.

**Education/Experience:** Masters degree and 8 – 10+ years of experience or equivalent.

## Intelligence Analyst II

---

Provides subject matter expertise in the various intelligence disciplines to support the tasking, processing, exploiting, and dissemination phases of the intelligence cycle and support.

**Education/Experience:** Bachelors degree and 4 – 7+ years of experience or equivalent.

## Intelligence Analyst I

---

Provides subject matter expertise in the various intelligence disciplines to support the tasking, processing, exploiting, and dissemination phases of the intelligence cycle and support.

**Education/Experience:** Bachelors degree/Specialized training and 0 – 3+ years of experience or equivalent.

## Analyst III

---

Provides subject matter expertise in various disciplines to support fact finding, analysis, policy development, decision making, and special project analysis that support organization operational and business management objectives.

**Education/Experience:** Masters degree and 8 – 10+ years of experience or equivalent.

## Analyst II

---

Provides subject matter expertise in various disciplines to support fact finding, analysis, policy development, decision making, and special project analysis that support organization operational and business management objectives.

**Education/Experience:** Bachelors degree and 4 – 7+ years of experience or equivalent.

## Analyst I

---

Provides subject matter expertise in various disciplines to support fact finding, analysis, policy development, decision making, and special project analysis that support organization operational and business management objectives.

**Education/Experience:** Bachelors degree/Specialized training and 0 – 3+ years of experience or equivalent.

## Graphic Artist III

---

Provides technology based or traditional graphic and artistic skills to support projects that include the design, selection, and integration graphics and artwork into various electronic and printed media.

**Education/Experience:** Masters degree and 8 – 10+ years of experience or equivalent.

## Graphic Artist II

---

Provides technology based or traditional graphic and artistic skills to support projects that include the design, selection, and integration graphics and artwork into various electronic and printed media. **Education/Experience:** Bachelors degree and 4 – 7+ years of experience or equivalent.

## Graphic Artist I

---

Provides technology based or traditional graphic and artistic skills to support projects that include the design, selection, and integration graphics and artwork into various electronic and printed media. **Education/Experience:** Bachelors degree/Specialized training and 0 – 3+ years of experience or equivalent.

## Administrative III

---

Provides general purpose administrative and clerical support for project tasks which may include secretarial, word processing, graphics, desktop publishing, editing, and coordination. **Education/Experience:** Associates degree and 8 – 10+ years of experience or equivalent.

## Administrative II

---

Provides general purpose administrative and clerical support for project tasks which may include secretarial, word processing, graphics, desktop publishing, editing, and coordination. **Education/Experience:** Specialized training and 4 – 7+ years of experience or equivalent.

## Administrative I

---

Provides general purpose administrative and clerical support for project tasks which may include secretarial, word processing, graphics, desktop publishing, editing, and coordination. **Education/Experience:** 0 – 3+ years of experience or equivalent.

## Specialist III

---

Provides expertise in specialized fields as requested by a client and/or outlined as a work statement requirement in disciplines not otherwise specifically identified in the catalog. **Education/Experience:** Masters degree and 8 – 10+ years of experience or equivalent.

## Specialist II

---

Provides expertise in specialized fields as requested by a client and/or outlined as a work statement requirement in disciplines not otherwise specifically identified in the catalog. **Education/Experience:** Bachelors degree and 4 – 7+ years of experience or equivalent.

## Specialist I

---

Provides expertise in specialized fields as requested by a client and/or outlined as a work statement requirement in disciplines not otherwise specifically identified in the catalog.

**Education/Experience:** Bachelors degree/Specialized training and 0 – 3+ years of experience or equivalent.

## Operations Specialist III

---

Provides operations subject matter expertise normally in support of an overseas operation and its unique support requirements which may include analysis or requirements, planning logistics support, as well as logistics support elements to include property accountability and management.

**Education/Experience:** Masters degree and 8 – 10+ years of experience or equivalent.

## Operations Specialist II

---

Provides operations subject matter expertise normally in support of an overseas operation and its unique support requirements which may include analysis or requirements, planning logistics support, as well as logistics support elements to include property accountability and management.

**Education/Experience:** Bachelors degree and 4 – 7+ years of experience or equivalent.

## Operations Specialist I

---

Provides operations subject matter expertise normally in support of an overseas operation and its unique support requirements which may include analysis or requirements, planning logistics support, as well as logistics support elements to include property accountability and management.

**Education/Experience:** Bachelors degree/Specialized training and 0 – 3+ years of experience or equivalent.

## Senior Linguist/Category IV

---

Must be a U.S. Citizen and if required must be able to obtain and maintain a Top Secret security clearance and eligible for SCI. Must have proficiency in the target language and fluency in English. Also needs to possess a strong sensitivity to sociolinguistic and cultural references as a well-educated native listener native speaker. In addition to providing the same level of service as a CAT III linguist, a CAT IV linguist would be able to tailor language to fit an audience, persuade, debate and represent a point of view. Must be capable of ‘reading between the lines’ and following unpredictable turns of thought and offer reasoned analysis. **Education/Experience:** Masters degree or equivalent desired. Preferably native born of the country where the target language is spoken. Four (4) years general experience. Must score a minimum of level 4, or higher, in each Target language and English (Listening, Speaking and Reading) as measured by the Interagency Language Roundtable (ILR) 5 point scale.

## Linguist/Category III

---

Must be a U.S. Citizen and if required must be able to obtain and maintain a Top Secret security clearance. Native proficiency in the target language is preferred, but not required, and are fluent in English. Provides language services and technical expertise by conducting and/or participating in the strategic, tactical and operational aspects of projects. CAT III linguists are able to understand the essentials of all speech in a standard dialect and have broad enough vocabulary that he/she rarely has to ask for paraphrasing or explanation. CAT III linguists are able to follow, accurately, the essentials of conversations between educated native speakers, reasonably make and answer telephone calls, understand radio broadcasts, news stories similar to wire service reports, oral reports, some oral technical reports and public addresses on non-technical subjects.

**Education/Experience:** Bachelors degree or equivalent desired. Two (2) to Four (4) years general experience. Must score a minimum of level 3 in each Target language and English (Listening, Speaking and Reading) as measured by the Interagency Language Roundtable (ILR) 5 point scale.

## Linguist/Category II

---

Must be a U.S. Citizen and if required must be able to obtain and maintain a minimum security clearance of Secret. Performs a variety of technical language services project support tasks including interpretation and/or translation services and analyses. CAT II linguists have the ability to provide idiomatic translations of nontechnical material using correct syntax and expression from English to the foreign language, and vice-versa. **Education/Experience:** High School Diplomas or GED equivalent desired. Four (4) years general experience. Native proficiency in the target language is preferred. Must score at a minimum level of 3 in each Target language and English (Listening, Speaking and Reading) as measured by the Interagency Language Roundtable (ILR) 5 point scale.

## Linguist/Category I

---

Does not have to be a U.S. Citizen. No clearance is necessary. Performs a variety of technical language services project support tasks including interpretation and/or translation services and analyses. **Education/Experience:** High School Diplomas or GED equivalent desired. Two (2) years general experience. CAT I linguists shall have a minimum in Target language proficiency of 2 on the ILR scale and an advanced working proficiency in English (ILRT level 2+) as defined by the Interagency Language.

**KMS Commercial Catalog Rates**

Skill Category	Commercial Rates		Max Gov Discount %	Government Rates	
	Client Site /	Off Site		Gov. Site /	Off Site
Management Consultant/Analyst IV	\$304.59	\$304.59	10.80%	\$271.69	\$271.69
Management Consultant/Analyst III	\$270.75	\$270.75	10.80%	\$241.50	\$241.50
Management Consultant/Analyst II	\$199.27	\$199.27	10.80%	\$177.75	\$177.75
Management Consultant/Analyst I	\$149.44	\$149.44	10.80%	\$133.30	\$133.30
Program Manager III	\$161.70	\$216.58	10.80%	\$144.24	\$193.19
Program Manager II	\$150.14	\$201.10	10.80%	\$133.92	\$179.38
Program Manager I	\$138.18	\$184.24	10.80%	\$123.26	\$164.34
Subject Matter Expert III	\$149.97	\$203.29	10.80%	\$133.77	\$181.33
Subject Matter Expert II	\$114.82	\$148.00	10.80%	\$102.42	\$132.02
Subject Matter Expert I	\$88.99	\$114.80	10.80%	\$79.38	\$102.40
Data Analyst III	\$118.58	\$152.88	10.80%	\$105.77	\$136.37
Data Analyst II	\$84.28	\$108.78	10.80%	\$75.18	\$97.03
Data Analyst I	\$67.62	\$80.36	10.80%	\$60.32	\$71.68
Instructional Systems Designer III	\$116.62	\$149.94	10.80%	\$104.03	\$133.75
Instructional Systems Designer II	\$85.26	\$110.74	10.80%	\$76.05	\$98.78
Instructional Systems Designer I	\$71.54	\$86.24	10.80%	\$63.81	\$76.93
Multimedia Developer III	\$116.62	\$149.94	10.80%	\$104.03	\$133.75
Multimedia Developer II	\$85.26	\$110.74	10.80%	\$76.05	\$98.78
Multimedia Developer I	\$71.54	\$86.24	10.80%	\$63.81	\$76.93
Multimedia Graphic Artist III	\$99.96	\$129.36	10.80%	\$89.16	\$115.39
Multimedia Graphic Artist II	\$80.36	\$103.88	10.80%	\$71.68	\$92.66
Multimedia Graphic Artist I	\$71.54	\$86.24	10.80%	\$63.81	\$76.93
QA Specialist III	\$109.76	\$141.12	10.80%	\$97.91	\$125.88
QA Specialist II	\$80.36	\$103.88	10.80%	\$71.68	\$92.66
QA Specialist I	\$63.70	\$75.46	10.80%	\$56.82	\$67.31
Systems Engineer/Architect III	\$144.06	\$192.08	10.80%	\$128.50	\$171.34
Systems Engineer/Architect II	\$112.70	\$145.04	10.80%	\$100.53	\$129.38
Systems Engineer/Architect I	\$80.36	\$101.92	10.80%	\$71.68	\$90.91
Human Capital Analyst III	\$97.22	\$123.08	10.80%	\$86.72	\$109.79
Human Capital Analyst II	\$72.66	\$91.99	10.80%	\$64.81	\$82.06
Human Capital Analyst I	\$58.79	\$74.42	10.80%	\$52.44	\$66.38
Intelligence Analyst III	\$112.15	\$141.98	10.80%	\$100.04	\$126.65
Intelligence Analyst II	\$102.04	\$129.19	10.80%	\$91.02	\$115.24
Intelligence Analyst I	\$82.56	\$104.52	10.80%	\$73.64	\$93.23
Analyst III	\$87.87	\$111.24	10.80%	\$78.38	\$99.23
Analyst II	\$72.38	\$91.63	10.80%	\$64.56	\$81.73
Analyst I	\$58.56	\$74.14	10.80%	\$52.23	\$66.13
Graphics Support Artist III	\$134.63	\$170.44	10.80%	\$120.09	\$152.03
Graphics Support Artist II	\$108.92	\$137.89	10.80%	\$97.16	\$123.00
Graphics Support Artist I	\$88.12	\$111.56	10.80%	\$78.60	\$99.51
Administrative III	\$92.22	\$116.75	10.80%	\$82.26	\$104.14
Administrative II	\$78.42	\$99.28	10.80%	\$69.96	\$88.56
Administrative I	\$66.69	\$84.43	10.80%	\$59.49	\$75.31
Specialist III	\$89.17	\$112.89	10.80%	\$79.54	\$100.70
Specialist II	\$85.14	\$107.79	10.80%	\$75.94	\$96.15
Specialist I	\$82.79	\$104.81	10.80%	\$73.85	\$93.49
Operations Specialist III	\$88.29	\$111.78	10.80%	\$78.75	\$99.71
Operations Specialist II	\$82.90	\$104.95	10.80%	\$73.95	\$93.62
Operations Specialist I	\$77.87	\$98.58	10.80%	\$69.46	\$87.93
Senior Linguist/Category IV	\$98.80	\$125.08	10.80%	\$88.13	\$111.57
Linguist/Category III	\$80.07	\$101.37	10.80%	\$71.42	\$90.42
Linguist/Category II	\$70.95	\$89.82	10.80%	\$63.29	\$80.12
Linguist/Category I	\$58.15	\$73.62	10.80%	\$51.87	\$65.67